



CAPITAL AREA FIRE DISTRICTS ASSOCIATION BULLETIN



YOUR FIRE DISTRICT NEWS SOURCE
DECEMBER 30TH, 2023

EDITOR - TOM RINALDI

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Something for everyone in the Fire Service!!



CAPITAL SHORTS:

- **Wishing you all a Happy and Healthy New Year.**
- **Commissioner Training Registration at 4 local locations for 2024 Page 25**
- The 2024 Installation Dinner will be held on **Saturday, March 9th 6-10pm** at the **Century House in Latham**. More details to follow, mark your calendar.
- **[GO TO THE END OF THE BULLETIN FOR OUR ANNOUNCEMENT OF FINANCIAL TRAINING FOR FIRE DISTRICT OFFICIALS, ALSO POSTED TO OUR WEB SITE AT CAFDA.NET](#)**
- The next Gansevoort Fire Department Breakfast will be held at the fire house on January 14th, 2024
- ****Volunteer Fire Infrastructure & Response Equipment Grant Program is introduced on Page 13**
- **Latest from Federal OSHA, see below and make sure you read it.**

THE LATEST FROM FEDERAL OSHA!!!! DEMANDS IMMEDIATE ACTION!

Proposed Changes to the OSHA Regulations for the Fire Service

These could prove very problematic for the New York Fire Service. I was on the small business advisory panel for these earlier this year, and I thought we had OSHA convinced to back down some. Instead, it appears they doubled down and referenced even more standards and requirements in what now appears to be the filed regulation. ***I do not know how any strictly volunteer department with no paid staff or admin is going to even come close to meeting these. I hope that I am wrong here, but this makes me very uneasy. This could have the largest impact of anything that I have seen in my fire service tenure.***

According to some NVFC contacts, if I am reading this correctly, it was filed last week and this would become law in the next 90 days following this public comment period? We need to get this on the table and digest ASAP. I would think we need a major legislative push to get this halted if this is actually what has occurred.

Dave Denniston
Director of Risk Management
McNeil and Company Inc.
607-423-1636

This is the Executive Summary of the attached 608 Page Document issued by OSHA

I. Executive Summary

Elements of emergency responder (firefighters, emergency medical service providers, and technical search and rescuers) health and safety are currently regulated by OSHA primarily under a patchwork of hazard-specific standards, and by state regulations in states with OSHA-approved State plan programs. **(While OSHA standards do not apply to volunteers, some volunteers are covered in states with OSHA-approved State plan programs. In NYS that refers to PESH standards)** All of the OSHA standards referred to above were promulgated decades ago, and none was designed as a comprehensive emergency response standard.

Consequently, they do not address the full range of hazards currently facing emergency responders, nor do they reflect major changes in performance specifications for protective clothing and equipment or major improvements in safety and health practices that have already been accepted by the emergency response community and incorporated into industry consensus standards. Notably, the OSHA standards do not align with the Department of Homeland Security's National Incident Management System (NIMS), which guides all levels of government, nongovernmental organizations, and the private sector to work together to prevent, protect against, mitigate, respond to, and recover from emergency incidents. In the aftermath of the terrorist attacks on September 11, 2001, all government agencies, including OSHA, were directed to strengthen their preparedness to respond to terrorist attacks, major disasters, and other emergencies. In response to this direction, the agency reviewed its standards applicable to the safe conduct of emergency response and disaster recovery activities and identified gaps in the protections for emergency responders and disaster recovery workers. The agency subsequently published a Request for Information (RFI), using the Fire Brigades standard (29 CFR 1910.156) as a baseline for emergency response activities, to determine if it should proceed with updating and expanding the standard. Responses to the RFI generally supported the need for continued rulemaking; therefore, the agency worked with the National Advisory Committee for Occupational Safety and Health (NACOSH) to assemble a subcommittee of emergency response community representatives to develop draft regulatory language through a process akin to negotiated rulemaking. To ensure a draft standard would incorporate best practices and the latest advances in technology, OSHA invited emergency response stakeholder organizations to provide subject matter experts to consult with and participate on the Subcommittee. The Subcommittee comprised a balanced group of subject matter experts representing labor and management, career and volunteer emergency service management associations, other Federal agencies and State plans, a national consensus standard organization, and general industry skilled support workers. ***NACOSH unanimously recommended that OSHA proceed with the rulemaking to update its emergency response standard and endorsed the draft regulatory language developed by the Subcommittee.***

In accordance with the requirements of the Small Business Regulatory Enforcement Fairness Act (SBREFA), OSHA convened a Small Business Advocacy Review (SBAR) panel in the fall of 2021. The panel, comprising members from the Small Business Administration's (SBA) Office of Advocacy, OSHA, and OMB's Office of Information and Regulatory Affairs, listened to and reported on what Small Entity Representatives (SERs) from entities that would potentially be affected by the proposed rule had to say. OSHA provided SERs with the draft regulatory language developed by the NACOSH subcommittee for their review and comment. The Panel received advice and recommendations from the SERs and reported its findings and recommendations to OSHA. OSHA has taken the SERs' comments and the Panel's findings and recommendations into consideration in the development of the proposed rule.

The proposed rule updates by replacing the existing Fire Brigades standard and would expand the scope of OSHA's standard to include a broad range of hazards emergency responders encounter during emergency response activities and would bring the standard in line with the Federal Emergency Management Agency's (FEMA) National Response Framework and modernize the standard to align with the current industry consensus standards issued by the National Fire Protection Association (NFPA) on the safe conduct of emergency response activities.

As noted in the first paragraph above, and discussed in detail below, OSHA standards do not apply to volunteer emergency responders. However, in States with OSHA-approved State Plans, volunteers may be treated as employees under state law. OSHA has no authority over how individual states regulate volunteers. See Section III.B, Pertinent Legal Authority, (page 72 – 76) and Section VIII.G, Requirements for States with OSHA- Approved State Plans, for further discussion. Throughout this notice, the agency seeks input on alternatives and potential exclusions for economically at-risk small and volunteer organizations that will be shared with State Plans as they determine how to proceed with their subsequent individual state-level rulemaking efforts.

Organizations that provide emergency services vary significantly in size and the type(s) of service(s) they provide. They are often not well suited for "one-size-fits-all" prescriptive standards. Accordingly, the proposed rule is a "performance-based" standard, which provides flexibility for affected employers to establish the specific criteria that best suits their organization. The proposed rule focuses on the achievement of desired results – improving emergency responder health and safety and reducing injuries and fatalities – while providing flexibility as to the precise methods used to achieve those results. The performance-based nature of the proposed rule is particularly beneficial to small and volunteer organizations with limited resources.

Additionally, in accordance with Executive Orders 12866 and 13563, the Regulatory Flexibility Act (RFA), and the Unfunded Mandates Reform Act (2 U.S.C. 1501 et seq.), OSHA has prepared a Preliminary Economic Analysis (PEA), including an Initial Regulatory Flexibility Analysis, for the replacement of the existing Fire Brigades standard. Supporting materials prepared by OSHA are available in the public docket for this rulemaking, Docket ID OSHA-2007-0073, through www.regulations.gov.

See Panel Recommendations starting on page 526 and the answers to those recommendations!!

UNOFFICIAL RUMOR IS THAT THE NYS DOL WILL ADOPT IN FULL WITHIN 3 YEARS. THIS SHOULD BE INTERESTING TO WATCH. LET'S SEE WHAT THE MAJOR FIRE SERVICE ORGANIZATIONS DO!!

IF YOU ARE GOING TO DOWNLOAD, REMEMBER THIS IS A 600+ PAGE DOCUMENT



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-WORD VERSION.pc

CAFDA NEWS AND OPPORTUNITIES:

WWW.CAFDA.NET

Four Convenient Locations to take the required Commissioner's training - - see the Events Calendar at the end of this Bulletin.

*All correspondence & Capital Area Fire Districts Association Mailing Address should be directed to:
CAFDA PO Box 242 East Schodack, NY 12063 or EMAIL: SECRETARY@CAFDA.NET*

General Membership Meetings - - In person and Zoom

Two Weeks:

Saturday, January 6th General Membership Breakfast Meeting 9am, 2024 Organizational Meeting

Printable Calendar with much more – See End of Bulletin

We want to thank the Clifton Park – Halfmoon Fire District for allowing us to use their facility for the Capital Area meetings.

The 2024 Installation Dinner will be held on Saturday, March 9th 6-10pm at the Century House in Latham. More details to follow, mark your calendar.

- All area fire district officials, chiefs and business partners are invited to this annual mixer. Time to relax, have an adult beverage and enjoy some down time to get to know one another. Casual business attire.

PREPARE FOR ANOTHER EXCITING LOCAL TRAINING EVENT – FEBRUARY 2024

Financial Training for Fire District Officials

Mark your 2024 Calendar for a two-day seminar, February 29th & March 1st to be presented by The Office of the State Comptroller and held at the Halfmoon-Waterford Fire District #1 at 315 Middletown Road. GO TO THE LAST PAGE!

REGISTRATIONS ARE NOW BEING ACCEPTED!!



Secretary and Treasurer email addresses have changed to:

secretary@cafda.net

treasurer@cafda.net

STATE ASSOCIATION NEWS:

WWW.AFDNYS.ORG

AFDSNY EDWARD “NED” CARTER SCHOLARSHIPS FOR 2024

The Association of Fire Districts of the State of New York is pleased to announce that the “Ned Carter” Scholarship Program will continue in 2024. Program information and an application package will be available online for students to apply. We are in the process of finalizing the application form. Please check on our website at <https://www.afdsny.org/application.php> for further information on the program. To file an application students will be able to use the application window at that website address after the application form is finalized. These scholarships are available to New York State High School Seniors who will be graduating in June 2024.

To be considered for this honor, applications must be submitted online or by email by March 6, 2024, or postmarked by March 1, 2024

The scholarship applicant (student) must:

- be related to a firefighter or,
- be a firefighter or,
- be related to a fire district commissioner, fire district secretary, fire district treasurer or deputy treasurer, a fire district administrator/manager or,
- be an explorer in a fire department, and
- the fire district / fire department must be a current member in good standing of the Association of Fire Districts of the State of New York.

AFDSNY awards four (4) scholarships a year for \$1,500 each, to graduating high school seniors who plan to attend a two (2) or four (4) year institution of higher education and will be pursuing a community service-related career. This may include but is not limited to fire service, EMS, nursing, social work, health related services, teaching, paramedic, etc.

Good standing means a dues paying member. A “dues paying member” for purposes of the scholarship application process and the awarding of a scholarship is an organization that is a current member in good standing of the Association of Fire Districts of the State of New York. ***Good standing is established for purposes of this process by the district or department’s AFDSNY 2024 dues having been paid by March 1, 2024. Timely payment of 2024 dues will make a student in your jurisdiction eligible to be considered for a scholarship award.***

Each year a certain number of applications are rendered ineligible by the failure of a member organization to pay dues in a timely manner.

All applicants must use the AFDNY application forms. All applications must be received by March 6, 2024.

Applications submitted via USPS must be postmarked no later than March 1, 2024.

If you have any questions, feel free to contact Director Tim Deveny who serves as the Chairperson of our Scholarship Committee. Mr. Deveny can be reached by email at tdeveny@afdsny.org or by telephone at 800520-9594.

AFDSNY Mini Summit in White Plains

Sponsored by **MRA International**

AFDSNY Mini Summit White Plains, Sonesta Hotel in White Plains NY

April 26th & 27th, 2024

Registration Options:

Friday & Saturday \$250 per person

includes: Two days of sessions, breakfast, lunch, parking on Friday, breakfast, and parking on Saturday.

Friday Only \$200 per person

includes: Friday sessions, breakfast, lunch and parking on Friday

Saturday Only \$75 per person

includes Saturday session, breakfast and parking

Overnight Rooms:

Sonesta White Plains Downtown \$179 a night

66 Hale Avenue

White Plains NY 10610

[Click Here to Reserve Your Room](#)

Or Call 1-800- SONESTA (766-37820)

REGISTER AT THIS LINK:

LOCAL CAFDA TRAINING APPROPRIATE FOR YOUR ENTIRE BOARD/SECRETARY/TREASURER

[The First Annual CAFDA Regional Conference - Spring 2024](#)

For Fire District Officials, Coming CAPITAL AREA FIRE DISTRICT CONFERENCE April 25, 26 & 27th 2024 the CAFDA Spring Conference, a three-day conference to be held in Lake George and will be chocked full of information for Fire District Commissioners, Secretary's, Treasurers and Chiefs. An affordable conference at a local destination in the Capital Area. Watch for more Information as planning progresses.

ALL FIRE DISTRICT OFFICIALS AND CHIEFS FROM ANY LOCATION IN THE STATE ARE WELCOME TO ATTEND

IF NOTHING ELSE READ THE ARTICLES PRECEDED BY **

THE LATEST FROM THE STATE CAPITAL

[2024 NYS Fire Service Alliance, Issues of United Concern](#)

The fire service organizations assembled in Troy, NY today to discuss their fire service legislative agendas for the 2023-2024 legislative sessions. In a departure from previous years the group identified several areas of mutual interest where a number of pieces of legislation might be introduced to benefit the fire service in New York State. The areas of common concern are:

- Firefighter Benefits
- EMS
- Building Codes
- Recruitment and Retention

Under these headings several pieces of legislation may be developed during the session beginning on January 1st. As the list is finalized additional information will be provided. The final list is supposed to be finalized by December 21st. More information will be provided when received and the list is refined.

THE 2024 LEGISLATIVE SESSION BEGINS ON JANUARY 3RD. BILLS INTRODCUED LAST YEAR WILL BE ACTED UPON IN 2024.

Consult the Score Card for the status of current fire service-related legislation.

THE LATEST FROM CONGRESS

[Reminder to Ask Congress to Fully Fund the AFG and SAFER Grants](#)

The Assistance to Firefighters Grant (AFG) and Staffing for Adequate Fire and Emergency Response (SAFER) grant programs provide direct assistance to local fire and EMS agencies to help them purchase equipment, training, and apparatus, as well as recruit and retain career and volunteer personnel. AFG and SAFER were funded at \$360 million in FY 2023. The House FY 2024 Homeland Security appropriations bill would fund these programs at \$370 million and the Senate bill would fund these programs at \$338 million. This decrease in funding is unacceptable.

SEND MESSAGE AT THIS LINK:

<https://www.votervoice.net/NVFC/Campaigns/98446/Respond>

JUST FILL IN YOUR NAME AND ADDRESS AND HIT SEND MESSAGE AT THE BOTTOM, EASY!!

THE ATTORNEY'S OFFICE

[**ORGANIZATIONAL MEETING CONSIDERATIONS FOR DISTRICT/FIRE COMPANY RELATIONS](#)

Greg Serio – CAFDA Attorney

Since I started this series about the annual organizational meeting back in November, this yearly event still seemed like a long way off. Now, as we find ourselves in mid-December, with our board membership confirmed by annual district elections and company leadership selected by the membership (including the nominations of chief officers, as we discussed in the last installment), we know that the organizational meeting is just around the corner. So, it is time to discuss the state of affairs of district/company relations and how the organizational meeting can be used to set the relationship parameters.

As you may know, some districts and towns pay for fire protection through contracts with private fire companies who receive money for their services. Those contracts are specifically governed by a variety of state statutes. My friend and colleague, attorney Tim Hannigan, general counsel at FASNY, addressed issues relating to these types of contracts in a recent column in *The Volunteer Firefighter*. ***But what about those fire companies and associations that are not separately and independently incorporated entities but rather organized, equipped and otherwise supported by the fire district?*** My experience over 33 years in a commissioned district, and in my time as a district counsel, have told me that there is not much focus on approaching those relations to some degree like those relationships between authorities having jurisdiction and private incorporated fire companies. In a question, can a fire district condition its selection of the X fire company as the official firefighting and rescue force of the fire district for the coming year on certain principles if not prescriptive requirements?

In a word, yes, they can do so even if they haven't done so in the past.

As I teach the state mandated class for new fire commissioners (chiefs and assistant chiefs, along with district secretaries and treasurers would be good to attend these classes as well if for no other reason than you are mentioned—a lot—in these programs) I hear lots of stories about how the fire companies either assume that they are the core engine of a fire district, or, conversely, the fire district is there to take all of the problems away from a risk averse fire company. While a critical component in the operation of any fire department, the fire district is the authority having jurisdiction and is ultimately responsible for providing fire and rescue services to its constituents, be those services be delivered by the company that has long been affiliated with the district or one from the outside that the district decides to contract with as an alternative, or whether the district comes up with another plan altogether. For our purposes, we will assume that the fire district will want to continue to appoint its partner as the official firefighting and rescue force to operate upon the authority of the fire district. But we

will also assume that issues have cropped up between the two organizations, like those that are now commonplace: declining enrollment in fire companies, which is leading to fewer qualified firefighters, less than satisfactory chief officer nominees, and longer response times, higher burnout and other things that stand to challenge the core mission of the fire district.

The fire company's sole role insofar as the fire district is concerned (its mission or objectives as a social organization may vary and give it purpose outside of a firefighting responsibility) is to provide members to the fire district, to be handed over to the chief officers for training, and then put into service as active firefighters and rescue personnel. If the fire company cannot meet that singular purpose to the satisfaction of the district in the discharge of its duties to the public, then a foundational conversation must be had between the two organizations. Such a conversation is always better when it is in a context of what is expected of the fire company, when it is informed by the experience of the chiefs in managing the personnel provided by the fire company, and when it is against a backdrop of what is necessary to effectively serve the public. Establishing parameters on the fire company to meet certain personnel goals, whether they are principle-based goals, such as "the fire company shall endeavor to improve the membership of the fire company so as to continue to provide firefighters to the fire district," or more prescriptive, such as "the fire company shall increase its membership by not less than 5% each year to accommodate established attrition trends of active firefighters coming off line annually," the district is putting the fire company on notice that it is closely watching personnel trends, perhaps even in the context of response performance or other additional metrics.

The fire district may also insist on other principles or prescriptions:

- The fire company shall annually provide the district with a list of all members, their addresses and their respective status, so that the commissioners can be informed as to the number of active-duty responders, where they are

(remember the 45% rule? That is to be sure that there are adequate responders within the confines of a fire district, something the district needs to know) and what their respective performances were for the previous year.

The fire company shall provide its bylaws and constitution each year, regardless of any change thereto, together with monthly meeting minutes and quarterly financials, so that the board can determine the fitness of the company to meet its obligations as the official firefighting force for the fire district (this being an amalgam of law, comptroller audit findings and actual exchanges between fire districts and fire companies; as one fire company lawyer said to me, this is a silly hill to die on for the fire companies because the fire district has many different ways to compel production of such information).

· The fire district shall require the fire company to maintain such policies and procedures that to the greatest extent possible safeguard the safety and well-being of its members when not otherwise under the direction and responsibility of the chiefs (such as at fires, drills, parades, funerals, and other statutorily-allowed activities of a fire district).

How a fire company acknowledges and responds to such conditions of appointment will largely be up to them unless things are specifically demanded by a board (the boards would do well to not delve so deeply into the “how of things”). They will have to have a plan of recruitment and retention; so many people think that is the chief’s responsibility, and as a matter of necessity a chief oftentimes picks this up as a default, but it is definitely NOT the responsibility of the chief to create members of the fire company. (The fire district may require periodic reporting on recruitment efforts, and that would be appropriate.) The chief turns them into responders. For the company’s protection, if the problem of making members into responders is because of failing of the firematic officers, the company president should inform the district of same. Some will say that they have such good relations between their boards and companies that no such parameters need to be set; amen, and move along, as this is certainly not necessary for everyone).

There is one fire company in the Capital Region that maintained a particularly strenuous relationship with the fire district board that appointed this company as one of two official firefighting forces for the district. That was up until the day when the district had had enough, informed the company its services were no longer necessary, and removed the fire district equipment out of the company-owned station and back into the district’s main station. Insto-presto, the fire company became a social organization and the fire house became a clubhouse for that social organization. The company was even forced to remove the name of the fire department from its facade lest it be confused with a real firehouse. Another district in our region did it once before around 15 years ago and came very close to having to do it again, but cooler heads prevailed at the company level and now there is a far more harmonious relationship between the two. And I am certain there are many more stories than that around town.

All of this is not to say who is stronger, though many will look at this as nothing than an organizational fistfight. The law is very well designed to articulate who is expected to do what, how lanes of responsibility are to be defined, and what are the objectives of the fire district/fire company relationship. This is not a scrum. This is a well-established order of things. It is always up to those at the company level to understand how it works, and for commissioners to

articulate why they need the things they are asking of the company (most of which are self-evident). The organizational meeting, which should be attended by the fire company president (if not its board if the directors are looking broadly at their obligations), the chief officers and all of the commissioners so that this relationship and its parameters are clearly understood so that there is no surprise if it comes time for the commissioners to decide that they must look elsewhere for their official firefighting and rescue force for the year.

If anyone would like a template of such a resolution for appointing a fire company as the official firefighting force of the fire district, feel free to connect with me at gregoryserio1@gmail.com.

Good luck with your organizational meeting and all of 2024.

For information only and not for the purpose of providing legal advice. The opinions expressed are the opinions of the individual author at the time the facts were presented and based on the law then applicable. The information contained in these opinions is not guaranteed to be up to date. The information provided is not legal advice. Since legal advice must be tailored to the specific circumstances of each case, and laws are constantly changing, nothing on this site should be used as a substitute for the advice of competent legal counsel. The authors assume no responsibility to any person who relies on information contained herein and disclaim all liability in respect to such information. You should not act upon information in this publication without seeking professional counsel from an attorney admitted to practice in your jurisdiction.

This week's thought provoking article!!

****When Is It Time To Challenge Our Norms?**

Chief Marc Bashoor

There was a time for many of us when the source of credible information (at least what I considered credible) was limited to four groups: parents, preachers, teachers and face-to-face friends. As I grew up watching “Emergency!” and started to think that I wanted to be a firefighter, my parents cautioned me that “Emergency!” was “the movies” and it “wasn’t really like that.” I don’t think they were trying to diminish my enthusiasm but rather temper it with *their* reality, which was therefore *my* reality. In the 1970s, I really had no compass to challenge their reality beyond the *Encyclopedia Britannica* on my dad’s office shelf. This was the cycle of knowledge at the time. This was what I knew. This was *my normal*.

Once I entered the fire academy, my instructors were my teachers, opening a whole new world of information and opportunity and setting in motion what would become *my new normal*. They drilled the basics of firefighting and emergency medical care into our career recruit school (CRS). We were taught how to fight fire based on how *they* knew how to fight fire – *their* normal.

The other members of CRS18 became my new friend group, and when I assigned to Fire Station 25 (then 45, 29, 27 and others), those firefighters and paramedics became additions to my family group – after all, I was spending about one-third of my life with them. Their work-related teachings and beliefs were *their* normal, and in large part became *my newest normal*.

As the NFPA and other industry partners conducted research and issued standards-based directives, our friends, families and teachers would evaluate the research, read the periodicals and news releases, and determine what of value and substance was to be passed down to the masses – an imperfect approach for sure, but it was the way we communicated at the time and the way we formed *our collective normal*.

WHEN EVERYTHING CHANGED – AND CHALLENGED US

This is how it went until the internet changed everything, giving people the opportunity to immediately challenge what they were taught, to challenge what they knew to be true – their normal. Our normal is now influenced by so much more than our parents, preachers, teachers and friends. Is this a good thing? Maybe in some respects, but there is now so much more room for outside influences to shape our beliefs, both positively and negatively.

Let’s consider a good opportunity to challenge our beliefs. When I was in the fire academy, the teaching focused on an “in-the-front-door-and-down-the-basement-steps, hell-or-high-water” approach. Flow-path management for us wouldn’t become the way of doing business until 2012 after a residential basement fire resulted in seven firefighters being transported to the burn center.

Even though military firefighters had studied and validated flow-path management as early as the 1950s, *we* didn’t know that. As students, we had no reason to challenge such notions, and who the heck were we to challenge the instructors anyways? THAT was our blind-faith normal. As recruits we had no reason and no avenue to challenge our instructors. I’ll submit there is still generally no reason (or expectation) that recruits should challenge instructors, but the internet provides the avenue for just that to happen.

NAVIGATING THE ONSLAUGHT

With the onslaught of information available to all of us, let me offer the following suggestions for deciphering what should help form our *current normal*.

1. Look within. The first step in process improvement is almost always self-reflection, identifying your strengths and weaknesses. Specifically, I challenge you to acknowledge and adjust your “dark side” – those traits that can consciously or unconsciously derail your or your organization’s ability to develop and maintain an [effective playbook](#). I encourage you to read this article from the *Harvard Business Review*, [“Could Your Personality Derail Your Career?”](#) to help identify those “dark sides” of your personality that could inhibit your progress.

2. Establish your organizational and personal “North Stars.” How can you know your “normal” without knowing your true mission and vision? Frankly, without a focused mission, determining your normal will be an erratic exercise in futility

for both you and your organization. In the article [“What is your personal North Star?”](#) I offer some tips to identify and establish your mission, vision and values.

3. Determine your spheres of influence. For our purposes, we’re talking about professional organizations like FEMA/NFA, NFPA, NIST, UL, ISFSI, IAFC, NVFC and IAFF. There are certainly other groups not mentioned that will have influence on specific areas within your organizations (arson investigations, technical rescues, news sources and others).

4. Establish a process of evaluation for your training and operational protocols. *Nothing* should be considered sacred with respect to “the way we do things.” Changes in technology and research capabilities mean we must plan to operate in dynamic, sometimes volatile, environments.

5. Establish a routine of investigation and evaluation for significant incidents. This could be incidents involving member injuries, apparatus wrecks, large-loss fires and similar events. This should be a formal process of investigation, with the purpose of forward progress through the identification of lessons learned and the implementation of recommendations for change. It is CRITICAL that this not be a disciplinary process but rather an improvement process. There should be other, separate processes for discipline. If you don’t yet have a formal discipline process, it’s high time you make that part of your organization’s new normal.

NOT “THE WAY WE’VE ALWAYS DONE IT”

Similar to how the internet and social media have taken our “normal” by storm, the next horizon of artificial intelligence (AI) has the very real potential to flip our normal on its side. Regardless of where AI takes us, we already know that community engagement and community risk reduction (CRR) are critical to our success and that there are better ways of doing business – residential sprinklers, robotic assistance, battery-powered tools, to name a few. Evolving CRR should be a *constant normal*.

Why is it then, that “we” fight these changes? Maybe we’re not “fighting” them, but by ignoring the benefits or minimizing their effectiveness we empower the status quo to become our normal. ***Whether it’s flow-path-management, carcinogen-reduction, mutual-aid, residential sprinklers, or a host of other topics, “just because that’s the way we’ve always done it” should have been stricken from your vocabulary long ago – so let’s use this opportunity to eradicate this verbiage once and for all. So, what’s your normal?***

OUR CHANGING FIRE SERVICE –CHALLENGES & OPPORTUNITIES!

OPPORTUNITIES:

City Of Kingston Takes Over Ambulance Service In New Year

Mid Hudson News

Beginning January 1, the Kingston Fire Department will take over ambulance calls in the City of Kingston.

Empress, the company that provided ambulance services in Kingston, had purchased the previous provider, Mobile Life Support Services in July 2023.

However, Empress told the city it required a paid contract costing over \$500,000 to \$1 million per year for service beginning on January 1, 2024.

As a result, the city put together a plan to provide immediate coverage while plans and discussions continue with the common council.

Mayor Steven Noble said the fire department staff is qualified to handle emergency cases.

“All 50-plus of our firefighters are EMTs and we have three firefighters that are paramedics, so as we move into January we are going to be able to have one ambulance that has a paramedic and an EMT onboard and another ambulance that has two EMTs onboard,” he said.

The mayor said in the last six months, the fire department responded to over 100 emergency medical calls with its own ambulance due to a lack of private ambulance availability.

Common Council President Andrea Shaut said members stand ready to work with the mayor and fire department in the months ahead “to guarantee this solution is the best we can offer Kingston.”

Beginning in early January, the city will have one advanced life support unit and one basic life support unit operating out of the central station.

The Mobile Mental Health Ambulance will serve as a back-up basic life support unit.

The Mobile Mental Health Program will continue to run with dedicated staff Mondays through Fridays from 10 a.m. to 6 p.m.

Kingston's emergency medical transport service will be provided to all those who live, work or visit the City of Kingston regardless of whether they have insurance or the ability to pay.

Anyone with a medical emergency should still call 911 and the Kingston Fire Department will be there to assist.

CHALLENGES:

Enfield Residents Set To Elect Five New Fire District Commissioners

Casey Martin – The Ithaca Voice

In a rare election, Enfield residents will vote for five new Enfield Fire District commissioners for the first and last time on Tuesday, Dec. 12 after the town board voted to establish the fire district this summer.

The entire board will be seated, with each commissioner to serve terms up to five years. Currently, the fire commissioners were appointed by the Enfield Town Board this summer and have been working to lay the groundwork for elected commissioners to take their places.

Enfield Fire Company at 172 Enfield Main Road will be open between the hours of 3 p.m. and 9 p.m. for voting. All Enfield residents who have resided in the town for at least 30 days prior to Dec. 12 are eligible to vote, as the boundaries of the fire district align with those of the town.

Unlike a fire department that typically serves a city, a fire district encompasses a larger area, often including several communities and incorporated land. They're governed by an elected body responsible for managing fire protection services, funding and infrastructure on a broader scale than a department.

Voters can choose one of 10 total nominees, including Robyn Wishna, Marcus Gingerich and Barry "Buddy" Rollins, all of whom currently serve as fire commissioners for the fire district. Alexis Comparetta, the commission's current secretary, is also among the nominees. Other nominees include Greg Stevenson, Alan Teeter, Christopher Willis, Larry Stillwell, Robert J. Harvey and Donald K. Gunning.

The nominee with the most votes will serve the longest term, which is five years. The individual with the second highest number of votes will serve a four-year term, and so on. The candidate with the fifth-highest vote total will serve a one-year term and will be up for reelection just next year. The five nominees who receive the least votes will not serve on the commission.

The decision of how many nominees residents can vote for was left at the discretion of the existing fire district commissioners. Stephanie Redmond, the town's supervisor, said that last week the commissioners decided to limit each voter to one ballot choice in the election, with Wishna the lone vote against.

The vote was unusual, as state legislatures established the electoral specifics and wrote them into law for all towns in the state to follow. But Redmond said the statute that controls this election, one that will result in residents selecting an entirely new board of fire commissioners in a newly-established fire district, is written so each person is allowed to vote for one fire commissioner each year.

This is because each year, only one fire commissioner would be up for reelection. But because Enfield is establishing its new fire district and starting from scratch, "it gets a little confusing," Redmond said.

"If we knew about the [problems] with this law beforehand we could have taken corrective measures to override it," she said.

The decision was tense. Robert Lynch, an Enfield town board member, referred to the voting process as "tortuous, arguably chaotic and frequently deadlocked" on his personal website.

Initially, commissioners floated what Lynch called a "common-sense alternative" that would allow each voter to vote for five of the 10 nominees. But in the end, the body sided *with the town's attorney, Brad Pinsky*, who provided a legal opinion supporting a single vote option.

Pinsky has "checked with every other attorney that helps with these transitions," Redmond said. "And unfortunately, it's just a loophole in New York State's law. And it makes it difficult for the establishment of fire districts."

Redmond, like Lynch, believes the law should have been worded differently, specifying that the first election after a fire district is established should allow for a voter to vote for five separate candidates. From that point forward, voting for just one makes sense.

Rollins, Gingerich and Wishna voted at the fire commission meeting last week to determine how residents would be able to vote in an election all three of them are participating in.

TRAINING FOR YOUR MEMBERS AND OFFICERS: PLEASE PASS IT ON!!



UPCOMING WEBINAR How To Create Annual Training Plans

Managing the various compliance requirements for personnel can be overwhelming. Our platform offers an easy way to group training for credential requirements - perfect for EMS licenses, new hire training, and more.

Date & Time: January 9th, 2024 at 1pm EST

RESERVE YOUR SPOT AT THIS LINK:

https://clarionevents.zoom.us/webinar/register/1216686932069/WN_gp58uskbSgSUxPwQS7ODGA#/registration

You will get a walk through of:

- Our **vast course library** and how it can meet your recertification requirements
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We hope to see you there!



NVFC Webinar - Tesla Part 1: Introduction to Tesla First Responder Page and Documents & Tesla Vehicle Shut-down Procedures

WEDNESDAY, JANUARY 24TH AT 2pm

WEBINAR: INTRODUCTION TO EMERGENCY RESPONSE FOR TESLA VEHICLES

Presenter: Mike McConnell

REGISTER AT THIS LINK:

https://us06web.zoom.us/webinar/register/WN_PdMe3vgzQ3SIKMzDd_SEbA#/registration



OSHA Bloodborne Pathogens Review ESIP WEBINAR SERIES

We take a look at the annual proficiency requirement under OSHA 1910.1030. Attendees are reminded that after this review webinar they are required to review their policies, infection control plan, and meet with their appointed leaders to address questions and concerns specific to their agency in order to satisfy OSHA 1910.1030.

Date: WEDNESDAY 1/3/2024 Time: 7:00 PM EST

REGISTER AT THIS LINK:

<https://mcneilandcompany.us8.list-manage.com/track/click?u=03596f243a9d922954ebaf15e&id=36c5688315&e=781e9a2c81>

2024 EVOC Train the Trainer Courses

Now Scheduled!

This course is intended to prepare a qualified instructor to provide high quality training to their agency membership in the safe operation of vehicles in response and non-response modes. We discuss the operation of emergency vehicles, personal vehicles and special vehicles when operating on behalf of their agency.

2024 Dates:

These times are all Eastern Standard Time

January 8th:

3:00pm **FIRE** 7:00pm **EMS**

April 8th:

3:00pm **EMS** 7:00pm **FIRE**

July 15th:

3:00pm **FIRE** 7:00pm **EMS**

October 7th:

3:00pm **EMS** 7:00pm **FIRE**

Topics include:

- Risk Management
- Intersection Safety
- Response Driving
- Defensive Driving
- Discussion regarding the hazards and challenges of vehicle operations.

We also prepare the instructor candidate in teaching how to perform a complete maintenance inspection and having students perform safe driving skills practice.

Pricing:

ESIP Insureds: Free

Non- ESIP Insured: \$200 per student

Register Here!



SCAN ME

For questions about this course or other Risk Management offerings:

Call: 1 800 822 3747 ext. 176

Email: RiskManagement@mcneilandcompany.com



Bring NYSAFC Training to Your Area

Fire departments and county agencies or associations that are interested in hosting classroom-based programs or Regional Hands-On Training are invited to submit host request forms. The forms outline the specific host responsibilities and logistical considerations for each NYSAFC program. Sites are now being considered for programs in 2024.

COMPANY OFFICERS LEADERSHIP TRAINING COLT 2024

NYSAFC's [Company Officers Leadership Training \(COLT\)](#) is a two-day leadership development program for current and aspiring company officers featuring the lectures:

- **“Leading from the Middle – Challenges for Front Line Officers”** with Chief **Tom LaBelle** (Prince William County [VA] Fire & Rescue)
- **“Tactical Considerations with Minimal Staffing”** & **“The Leadership Journey in the Fire Service”** with Chief **Tony Perez** (Pasco County [FL] Fire Rescue)
- **“Improving Company Level Operations”** with Lt. **Hector Lopez**, Deputy Chief **Tom May**, & Captain **Ed Tracey** (Rochester F.D.)

Fulton County, Friday and Saturday January 12-13 2024, Berkshire Fire Department • 320 Steele Avenue Ext. • Gloversville, NY 12078

Registration (per person):

\$200 – NYSAFC members

\$225 – non-members

Pre-registration is encouraged. New – online registration available for departments!

REGISTER AT THIS LINK: https://r20.rs6.net/tn.jsp?f=001Xydryrcjpr9ytJAhzhPu_Z4BMAoLB-KJ_I7mo2ltSi239rNjTz1ZyifU9Zi32aSPeOpHD0r9HQFO0P4kjONoqpfXk_MorV9y1V6Npdri30dOgzzl8wweyZ0FMEAgzz2k8R4OwMgH3mbm6KylvDjRgJ_zY5xgjn&c=Z1RoMp5f8GFFFXy-

2024 SEMINAR SERIES

"Searching –
The Offensive and Defensive"



With Lieutenant Mike Scotto, Fire Department City of New York

Searching tactics are primarily thought of as an offensive action – moving in, checking behind doors, in closets, and numerous other areas. As we search, our concerns are focused on the search. Defensive tactics involve our escape plans, which are needed as we complete our search, but more importantly under extreme or emergency conditions. To make these tactics work, we must always have our strategy front and center. Both sides of the coin are in play all the time. In this three-hour program, students will examine strategy and tactics to gain a more concise understanding of the training necessary for search.

REGISTRATION FEES:

\$35 – NYSAFC members • **\$50** – non-members (per person)

Pre-registration is encouraged. New – online group registration is available for fire departments!

REGISTER HERE:

https://r20.rs6.net/tn.jsp?f=001QZWPfjYZRP6tAYnVrgg36Z_YE6vp89dymWfQQD1d7q4ZRwVDbNdE8ByVmF5_856f_UrB-yGihYJigwEPzCbQfCvEoeEALHRXrk_M-dbDWBRYrtKiko1vLice_oi1AFseMKfN01xTmCmiyzyMwYur-39p1T1V2_yCho2C2F1_fJn94LviwwZ3Aag==&c=AmhECQ6uFruSlwrKRKspNlivj3NWEIzhZOrf3KrFnUls83Dp1Q1JdQ==&h=AqMwftSnQqSSjoeldoQJ-cfc_GyhBFLqV23YaEp7HU-kR9WoEr9kSg==

7:00pm STARTING TIME

Albany (Monday, February 26)

Schenectady (Tuesday, March 12)

Clinton (Tuesday, April 9)

Herkimer (Wednesday, April 10)

Fulton (Tuesday, September 10)

Rensselaer (Tuesday, October 29)

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VFIS TRAINING OFFICER USERS GUIDE

<https://afdca.org/wp-content/uploads/2023/02/VFISU-Training-Officer-User-Guide.pdf>

VFIS RESPONDER HELP FLYER

<https://afdca.org/wp-content/uploads/2023/02/2023-VFIS-Responder-Help-Flyer.pdf>

THE SAFETY OFFICER – TAKING CARE OF OUR MEMBERS!

*IN 2023 WE HAVE SADLY EXPERIENCED **82** FIRE FIGHTER LODD'S*

*According to FirefighterCloseCalls.com**

*In 2022 we experienced **101** LODDs reported nationally.!*

You Just Never Know!

DISTRICT FINANCES

****Volunteer Fire Infrastructure & Response Equipment Grant Program**

POSTED TO THE FOLLOWING WEBSITE: <https://www.dhss.ny.gov/state-funded-programs>

The SFY2023-2024 Volunteer Fire Infrastructure & Response Equipment (V-FIRE) Grant Program is a state-funded \$25,000,000 competitive grant program that supports the enhancement of the security and safety of the citizens of New York State by providing critical funding to strengthen volunteer fire departments and districts statewide.

Eligible applicants can apply for up to \$1,000,000 if proposing projects for construction, renovation, or purchase costs for critical facilities (buildings, training facilities, etc.) that support fire operations,

Eligible applicants can apply for up to \$500,000 if proposing projects for allowable fire service equipment to upgrade and improve their response capabilities.

Complete eligibility and program information can be found in the Request for Applications (RFA) and other supporting documentation can be found at the following link: <https://www.dhss.ny.gov/state-funded-programs>

The application deadline is April 30, 2024, by 5:00 pm.

THE WEB SITE INCLUDES LINKS TO:

- Request for Applications (RFA)
- Application Worksheet
- Frequently Asked Questions
- E-Grants Tutorial

Local Government and School Accountability Contact Information:

Phone: (518) 474-4037; **Email:** localgov@osc.ny.gov

Address: Office of the State Comptroller, Division of Local Government and School Accountability
110 State Street, 12th Floor; Albany, NY 12236

LIVING WITH NEW GREEN TECHNOLOGY - - HOT TOPIC!

Battery Fires at Detroit EV Factory Have Firefighters Hopping: Eight Calls Since August

Detroit firefighters are becoming experts in lithium-ion battery fires thanks to General Motors' EV plant called Factory ZERO.

Tuesday's three-alarm lithium-ion battery fire at the plant was the eighth time firefighters have been called to the plant for battery fires since August.

Tuesday night a forklift punctured a container of lithium-ion batteries on a loading dock and caused the fire that shut the plant for the night.

There were no injuries reported in the fire, but ***each incident typically takes hours of manpower and thousands of gallons of water to handle.***

The 4.5 million-square-foot plant makes GM's electric Hummer vehicle, along with several other models of electric vehicles. The second shift was cancelled because of the fire. 1880 people work at the factory.

Alabama Firefighters Use 36,000 Gallons of Water to Douse 1 Tesla

Thousands of gallons of water and over 10 rescue organizations were used to put out a single fire from a Tesla vehicle in Alabama on Christmas.

In the Pine Level community, located an hour south of Birmingham, firefighters were called to a traffic accident at 11:14 p.m. Monday night, where a Tesla Model Y was found fully involved. According to the Pine Level Fire Department, the fire required that the interstate be closed.

“Assistance was immediately requested from Marbury, Booth, Independence, White City, Old Kingston, and Verbena Fire Departments, along with Haynes Ambulance, ALEA, Autauga Co EMA, ALDOT, and Autauga Co Sheriff’s Office,” the department stated on its Facebook page.

The department stated that two fire hoses were used, putting out 36,000 gallons of water before the fire had been fully extinguished. According to The Independent, a typical fire from a non-electric vehicle can be put out with less than 500 gallons of water.

“This was a first for Autauga County,” the department stated. “Electric vehicle fires are unusual and present unique challenges and dangers to firefighters.”

With the rise of electric vehicles on the road, fire department have been faced with challenges in putting out fires, mostly caused by the lithium ion batteries that power them containing different items, such as liquid electrolyte, that can be flammable.

In addition, the batteries from these vehicles can reignite later and burn between temperatures of 2,000 and 4,000 degrees.

In a report by CNBC, Tesla has announced that they would be switching their vehicles from lithium ion batteries to iron phosphate batteries, which are believed to be a safer alternative.

“We’re grateful to all of the agencies (**all of whom are staffed by professional volunteers**) who left their families late on Christmas Day to support and protect their communities,” the department wrote.

BUILDING & FIRE CODE ISSUES – WHY ARE THEY IMPORTANT TO YOU? WEEKLY FIRE FATALITY DATA AS REPORTED BY THE MEDIA

UNATTENDED COOKING LEADS TO UNINTENDED FIRES

Home builders and realtors already “drive” legislation with a history of disregard for life safety and a disgusting misinformation campaign about the cost of residential fire sprinklers, deaths are an awfully expensive price to pay to save money. Stop the carnage, install residential sprinklers. Residential sprinklers are a component of the plumbing system, with approximately 1 head per room. The purpose of residential sprinklers is to allow time for the occupants to escape. Residential sprinklers are designed for quick response and only one at the most two heads may be triggered. With residential sprinklers present, the civilian death rate is 89% LOWER. Residential sprinklers will assist responding firefighters to do their jobs and save firefighters lives also, especially since everyone is short staffed!!

CHIEFS NEED TO SPEAK UP: This fire would not have been as bad if there were residential sprinklers!!

HOME FIRE FATALITIES REPORTED BY THE MEDIA FROM THE US FIRE ADMINISTRATION	
Fire Deaths in 1&2 Family Dwellings in NYS	77 + 2=79
Last fire death 12/26 Melville, Suffolk Co. Male age unk	
Fire Deaths in any type of Dwelling in NYS	151 + 2=153
Fire Deaths in 1&2 Family Dwellings Nationally	1301 + 37=1338
Top 3 States with the greatest 1&2 Family Deaths	1 PA = 81
	2 NY = 79
	3 OH = 66
There has been a total of 2127 civilian home fire fatalities in 2023	
There were a total of 2251 residential fire fatalities reported in 2022 in the US media.	
Both the states of Maryland and California require sprinklers in residential dwellings	

In 2022 in New York State 77 residents perished in fires in 1 & 2 family occupancies.

KNOW WHAT YOU'RE PURCHASING FOR YOUR FIREFIGHTERS

Not Even Going to Try

Chris McLoon

Since 2020, it has been practically impossible to accurately predict what is coming in the next year. I'd love to be able to say that everything will return to normal. That would be a stretch, but things actually do look like they'll be improving just a bit.

Darley, Bob Schulz, and Mike Virnig offered their appraisals on where the market is right now, whether or not things will improve, and if there are any indications we'll be getting back to lead times of less than 36 months. And, while there were no definitive "Yep, we'll be back down to 12 to 24 next year" comments, there is optimism.

For example, **all three stated that the supply chain issues that have impacted delivery times are beginning to subside.** There was agreement that the fire apparatus market remains strong. I'll leave it to you to read the rest, but I definitely did not walk away thinking, "Oh great, here we go," after writing it.

Speaking of fire apparatus, there will be a new apparatus standard going into effect on January 1. A prediction? You won't find this one as easy to carry around. The 300+ page standard combines several National Fire Protection Association (NFPA) standards covering automotive fire apparatus, wildland fire apparatus, aircraft firefighting apparatus, and ambulances. It's called NFPA 1900, Standard for Aircraft Rescue and Firefighting Vehicles, Automotive Fire Apparatus, Wildland Fire Apparatus, and Automotive Ambulances.

This month's FAMA Forum covers many of the content changes in the standard, and we've recorded two Podcasts covering changes to the document (fireapparatusmagazine.com/podcasts). **Be sure to hold onto your ladder testing documentation because in 2024 you won't have to purchase new ground ladders with your new rigs if your current ladders have been tested and passed.** Although there are changes in the standard, the one thing to remember as you design your rigs in 2024 is that it is set up now that you can design a rig that is equipped with the equipment you need to fight fires according to your department's operations—not equipped with required equipment to be compliant with the standard. The equipment the standard lists is now suggested and is in the annex.

Although we try to predict what's coming, we never actually know. We're heading into an election year. The AFG and SAFER Grant programs are entering their sunset year. It is imperative that at every level of government we communicate clearly the value of these programs to our local, state, and federal representatives. Work with them, and work with industry suppliers to encourage Congress to reauthorize both programs. These programs are critically important. Together, we have a very powerful voice. Use it to get these programs reauthorized.

So, as we enter 2024, where are we? Is there any indication that we are starting to come out of this? Will lead times decrease? What is the status of the supply chain and, as we look forward, what's the best we can hope for?

INDICATORS

Inflation has impacted growth in the market, according to Paul Darley, president and CEO of W.S. Darley & Co. **"The market for new fire apparatus is down 10%, as we predicted last year,"** he says. "I don't see the cost of fire apparatus coming down, but I would expect increases in line with inflation numbers." The numbers he is referencing, for W.S. Darley, are from the Bureau of Labor Statistics, citing inflation for pump manufacturers of more than 16%. "In 2023, it softened a bit, but the last 12 months is still up over 8.5%." He expects the market to retract another 5% based on the overall acceleration of ordering over the past two years. It's not easy to definitively define where the fire apparatus market is presently. With what the industry has gone through over the past few years, you never know what to expect. Though the market may be down, both Mike Virnig, president of REV Fire Group, and Bob Schulz, president of Pierce Manufacturing, believe that it remains strong. "The market and demand continue to be strong," says Virnig. "We continue to experience inbound orders at record pace among all our brands. Long lead times have meant many fire departments and communities have accelerated purchase cycles to fill needs over the next two or three years." "The North American market for fire apparatus grew approximately 50% from 2020 to 2022, and order activity remains strong," says Schulz. "At the same time, the industry experienced macro headwinds with supply chain, unprecedented inflation, and a competitive labor market." He continues, "While we address the ever-evolving macro environment challenges, demand for fire apparatus remains strong, and Pierce maintains a healthy backlog. While high demand can exacerbate current challenges, it also propels us to innovate and find solutions faster."

TRENDS

Market trends are being influenced by a variety of things, including the aforementioned indicators. Virnig, Darley, and Schulz all identified different trends. For example, long lead times have led to many fire departments changing up their replacement cycles, deciding to “buy now,” as Riley advised. Buying now doesn’t necessarily mean delivered now. Darley states, “Customers are looking for quick delivery options.” Quick delivery options are also driving a trend toward custom chassis vs. commercial chassis. According to Virnig, “Many departments are opting to purchase custom chassis apparatus as opposed to commercial chassis. The trend has shifted over the past couple of years due, in part, to commercial chassis delivery challenges and the fact that many fire departments have been forced to wait extended periods of times to be able to purchase new apparatus.” Schulz cites a variety of trends not directly related to the current purchasing atmosphere. In this case, he explains that manufacturers are addressing the demand for fire apparatus equipped with advanced technologies. “This includes enhanced communications and onboard diagnostic systems, such as Pierces Clear Sky™ telematics, which aids with proactive maintenance and increased apparatus uptime.” Crew safety is another area Schulz has identified as a trend. “There is rising demand for apparatus with advanced safety features, including collision avoidance systems like HAAS Alert, 360-degree camera systems, advanced braking systems, side roll protection systems, electronic stability control, and Pierce’s carcinogen awareness and reduction to exposure (CARE) program.” Virnig adds, “We’re also seeing a continued interest in firefighter cancer mitigation strategies with easy-to-clean interior surfaces, seat materials, air decontamination, and storage solutions for PPE.” Other trends identified by Schulz include apparatus that are easily customized to meet unique needs, with a focus on fleet uniformity, and a demand for more compact fire apparatus, especially in urban settings. Multifunction apparatus continue to be popular, and environmental considerations are impacting purchasing. “As with many sectors, the fire industry is becoming more environmentally conscious in an effort to meet municipal sustainability goals,” he says, powered by alternative fuels, such as electric or hybrid engines, that reduce emissions and operating costs.”

SUPPLIER CHALLENGES

It is important to remember that as frustrating as it can be as apparatus purchasers to be adjusting to long lead times and other challenges, it is equally frustrating to the suppliers. Darley cites three challenges for his company: 1. Supplier challenges and moving delivery schedules: “We have over purchased inventory to meet our customers’ needs, but it’s still problematic in some areas.” 2. **Rising costs: “New 2026 emissions will be an issue. Trucks will cost more— some estimates are as much as \$100,000.** Another significant issue is where to locate the larger components, such as SCRs, which will now be moved to the pump area.” 3. Softened labor market: “The labor market has softened, and while finding skilled labor is a bit of a challenge, it’s not as bad as it was two years ago.” Darley adds that the supply chain issues are settling down a bit, but there are still pockets of challenges like long lead times on engines. “Honda and Briggs & Stratton are both quoting over 12-month delivery,” he says.

Virnig also explains how supply issues have challenged suppliers, but are improving. “Across all our brands, we have near-record backlogs,” he says. “We continue to experience supply chain issues, though we have seen improvement in recent months. We have a strong procurement and supply chain team who are tirelessly working to mitigate any shortages on a daily basis.”

At Pierce, the company has invested in itself to address market growth. “The North American market’s significant growth means orders are outpacing shipments,” he says. “We’ve invested heavily in our Wisconsin facility and other campuses, improving operational flow and increasing throughput without compromising quality.” It invested not only in infrastructure but in automation as well, adopting technologies like robotic painting and automated fabrication to improve efficiency. “Our aim isn’t to replace our workforce,” he comments, “but to complement it. Regardless of infrastructure or equipment investments, our commitment to our team drives us.”

POSITIVE BUT CAREFUL

There are times when you must throw all the predictions out the window, and for the past few years, that has been the reality. **Challenges remain, but if things go the way they look like they are going, then things will continue to stabilize in the market. That does not mean that the 36-month delivery times will disappear during 2024, but there should be improvement.** “We feel optimistic 2024 will bring back more stability to the manufacturing and build process,” says Virnig. “As we continue to become more efficient in the build process, and supply chain issues decline, we have seen more throughput and delivery of finished apparatus to end users.” Schulz explains the difficulty in forecasting what’s to come in 2024. “I wish we had a crystal ball to determine when all the macro headwinds will subside,” he says. “That said, there are positive signs. **We continue to see steady improvement in overall supply chain. We are cautiously optimistic**

that supply chain improvement will continue, and inflationary pressures will subside. Additionally, we've had success growing and retaining our team. In 2023, we added more than 250 new jobs within our newly expanded facilities." Collaboration between manufacturers and suppliers will continue to be important as well. "Even though the signs are positive, it's essential for our Pierce team to remain as adaptable as we have over our history, continue to closely evaluate and collaborate with our suppliers, and focus on team member growth and development," according to Schulz

THE LIGHTER SIDE!

Earlier today I saw a bumper sticker that said, " I'm a veterinarian, I can drive like an animal".

Suddenly I realized how many proctologists there are on the road!!

CAFDA OFFICERS AND DIRECTORS

2024 OFFICERS AND DIRECTORS

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The Capital Area Association represents any fire district that wishes to join CAFDA. Fire District Officials include Commissioners, Treasurers, and Deputy Treasurers. Secretaries and Chiefs are also invited to participate!

Please advise your secretaries that all correspondence should be mailed to:

CAFDA PO Box 242 East Schodack, NY 12063

[EMAIL TREASURER: TREASURER@CAFDA.NET](mailto:TREASURER@CAFDA.NET)

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[EMAIL SECRETARY: SECRETARY@CAFDA.NET](mailto:SECRETARY@CAFDA.NET)

Long Way to Travel Zoom into the General Membership Meetings!

It's our desire that every member fire district have the opportunity to attend Capital Area meetings. We know we cover a large area, in 8 counties and beyond, and wish to give all of our members a chance to participate in the general membership meetings. You have a voice, and we would like to hear it. Join us at our next meeting either in person or via Zoom. The link will be sent via constant contact prior to each general membership meeting. Thank you for being a member and we hope you will join us.

FIRE DISTRICT RESOURCES - -THE BACK PAGE - - FOR YOU TO FOLLOW UP!

What are the duties and responsibilities of a Commissioner?

The Answer is posted on our web site at www.CAFDA.net

Vital Statistics on the State Association Regions – the break out is on our web site.

CAPITAL AREA BUSINESS PARTNER'S

PLEASE SUPPORT THOSE WHO SUPPORT US!!

Business Partner Applications Available At: WWW.CAFDA.NET

We invite our business partners to submit educational information to be included in this Bulletin for district commissioners and chief officers
If you have information on new products you wish to showcase or is educational and informative for fire districts, please submit it and we will use it in this Bulletin under the appropriate heading.

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Association of Fire Districts-Capital Area

December 30, 2023



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 Alan W. Clink, CPA aclink@mmb-co.com
 Heather R. Lewis, CPA hlewis@mmb-co.com

Business Partner Opportunity!

Thank you for your continued support of the Capital Ara Fire Districts Association. You have the opportunity to have vendor space at our Spring Conference in April of 2024. We have several excellent presentations lined up, which we believe will attract many upstate districts.

CAFDA is seeking sponsors for the event – for breakfasts and lunches. Stay tuned for more information and an opportunity to be Conference Sponsor.

The Capital Bulletin is reaching well over 400+ fire district members and now other members of the fire service on a regular basis. Since the Capital Area Association covers an area the size of Connecticut it is difficult to meet in person to exchange information and ideas.

This is a service of the Capital Area Association through the effort of Tom Rinaldi who can be reached at tom@rinaldi1.com for comments or content contributions are always welcome.

You Can Become an Individual Member of the Capital Area Association!

The Capital Area Association has voted to amend its By-laws to allow both individual and regional or county Fire District Associations to join. The updated By-laws are posted to the CAFDA.NET website.

Individual membership fee will be \$50 annually, fire district association fees will be \$300 annually.

Download THE APPLICATION available on the home page at CAFDA.NET

MEMBERSHIP IN THE CAPITAL AREA FIRE DISTRICTS ASSOCIATION (CAFDA)

Would you like to join Capital Area Fire Districts Association along with 76 members in 10 counties? Individuals, fire district associations, fire protection districts and Village departments are all eligible for membership.

Annual dues (January 1st to December 31st) shall be as follows and shall be based on the annual budget of the Fire District/Organization;

\$0 to \$200,000:	\$50
\$200,001 to \$400,000:	\$100
\$400,001 to \$600,000:	\$200
\$600,001 plus:	\$300

Individuals \$50.00 or Other County or Regional Associations \$300 annually.

Business Partners: \$100.00 annual member fee

If You, Your Fire District or Department is not a Member of CAFDA You Can be?

Individuals can be members of CAFDA. The annual membership fee is \$50, which will provide you access to this Bulletin, attendance at meetings and social gatherings. Provides networking with other fire district officials and a source of the constant barrage of information related to today's fire service.



Capital Area Association of Fire Districts

Membership Application/Renewal

Fire District Fire Protection District Village Fire Department EX-Officio Associate/Individual
Associate Regional Fire District Association

Name: _____

County: _____ Fire District: _____

Mailing Address: _____ City: _____ Zip: _____

Primary Contact Phone Number: _____ Email: _____

IF FIRE DISTRICT OR ASSOCIATION TWO POINTS OF CONTACT WILL SHARE INFORMATION

Name: _____ Email: _____

Name: _____ Email: _____

Fire Company if Different: _____

FIRE DISTRICT OFFICERS WHO WOULD LIKE TO BE ADDED TO OUR EMAIL DISTRIBUTION LIST

Name: _____ Email: _____

Name: _____ Email: _____

Name: _____ Email: _____

Name: _____ Email: _____

Name: _____ Email: _____

The yearly membership dues January 1st to December 31st shall be as follows and shall be based on the annual budget of the Fire District/Organization;

Annual budgets up to and including \$200,000	\$50.00
Annual budgets more than \$200,001 up to including \$400,000	\$100.00
Annual budgets more than \$400,001 up to including \$600,000	\$200.00
Annual budgets more than \$600,000	\$300.00
Associate/ Individual membership fee (for individuals whose dist. is not a member)	\$50.00
Regional or County Fire District Association	\$300.00
Business Partners membership fee	\$100.00

Please submit payments to: Capital Area Fire Districts Association
CAFDA Treasurer
PO Box 242
East Schodack, NY 12063

Signature: _____

IF VOUCHER IS REQUIRED, PLEASE MAIL IT AND I WILL SIGN IT AND MAIL IT BACK

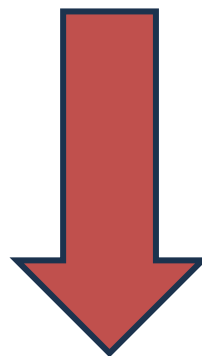
CAFDA UPCOMING TRAINING AND MEETING CALENDAR

The following calendar, while tentative, provides our members and participants some insight into the planned activities to be provided locally to our membership and other fire district participants for '23, '24 and '25. We hope you will join us on this journey to provide reasonably priced, quality training in a local setting for your convenience.

For General Membership meetings food is served 1 hour prior to the start time of the meeting, at 6pm, meetings begin promptly at 7PM

Capital Area Meetings/Seminars/Trainings/Conference Dates (Subject to Change & Updated 11/6/2023)				
Day/Date	Time	Type	Location	Notes
2024				
Saturday, January 6, 2024	9:00 AM	General Membership Mtg.	Clifton Park	Organizational/Morning Meeting
Saturday, February 3, 2024	8:00 AM	Commissioner Training	Averill Park	Snowdate - Sunday, February 4, 2024
Thursday, February 8, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, February 29, 2024	8:00 AM	Financial Training for Fire District Officials	Halfmoon-Waterford	
Friday, March 1, 2024	8:00 AM		Fire District #1	
Saturday, March 2, 2024	8:00 AM	Commissioner Training	Halfmoon-Waterford Fire District #1	Snowdate - Sunday, March 3, 2024
Thursday, March 7, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Saturday, March 9, 2024	6:00 PM	Officer Installation	Century House	
Saturday, March 23, 2024	8:00 AM	Commissioner Training	Berkshire FD	Snowdate - Sunday, March 24, 2024
Saturday, April 6, 2024	8:00 AM	Commissioner Training	Warrensburg FD	Snowdate - Sunday, April 7, 2024
Thursday, April 11, 2024	7:00 PM	Board of Directors Meeting	Clifton Park	
Thursday, April 25 - Saturday April 27, 2024	TBD	CAFDA Conference	Fort William Henry Conference Center	Lake George
Thursday, May 9, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, June 6, 2024	7:00 PM	Board of Directors Meeting	Clifton Park	
JULY	NO MEETING			
Friday, August 9, 2024	1:00 PM	Membership Activity	Saratoga Race Course	NYRA Day at the Races!
AUGUST	NO MEETING			
Thursday, September 12, 2024	7:00 PM	General Membership Mtg.	Clifton Park	
Thursday, October 10, 2024	7:00 PM	General Membership Mtg.	Clifton Park	Officers/Director Nominations
Saturday, November 2, 2024	8:00 AM	Fall Workshop	Verdoy	
Thursday, November 7, 2024	7:00 PM	General Membership Mtg.	Clifton Park	Officer/Director Elections
DECEMBER	NO MEETING			
2025				
Saturday, January 4, 2025	9:00 AM	General Membership Mtg.	Clifton Park	Organizational/Morning Meeting

COMMISSIONER TRAINING SCHEDULE AND REGISTRATION NEXT PAGE





2024 COMMISSIONER TRAINING

Saturday, February 3rd (Snow date: Sunday, February 4th)

Averill Park & Sand Lake Fire District, 35 Eastern Union Turnpike, Averill Pk.

Saturday, March 2nd (Snow date: Sunday, March 3rd)

Halfmoon-Waterford FD#1, 315 Middletown Road, Waterford

Saturday, March 23rd (Snow date: Sunday, March 24th)

Berkshire Fire District, 320 Steele Avenue Extension, Gloversville

Saturday, April 6th (Snow date: Sunday, April 7th)

Warrensburg Fire District, 18 Elm Street, Warrensburg

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CONTACT

www.CAFDA.net

Secretary@cafda.net

Treasurer@cafda.net



DETAILS

OSC APPROVED TRAINING

INSTRUCTOR: GREG SERIO

CLASSES START AT 8:00 AM

Continental Breakfast and Lunch
Included

**Open to ALL Fire
District Officials!**

Registration:

\$85 per person for Member Districts

\$95 per person for Non-Members

Seating is Limited!!!

**Please Register Soon to Reserve
your Seat & To Assist us with
Meal Planning!**



CAPITAL AREA FIRE DISTRICTS ASSOCIATION COMMISSIONER TRAINING



REGISTRATION FORM

COMMISSIONER TRAINING OPPORTUNITIES FOR FIRE DISTRICT OFFICIALS

- Saturday, February 3rd (Snow date: Sunday, February 4th)**
Averill Park & Sand Lake Fire District, 35 Eastern Union Turnpike, Averill Pk.
- Saturday, March 2nd (Snow date: Sunday, March 3rd)**
Halfmoon-Waterford FD#1, 315 Middletown Road, Waterford
- Saturday, March 23rd (Snow date: Sunday, March 24th)**
Berkshire Fire District, 320 Steele Avenue Extension, Gloversville
- Saturday, April 6th (Snow date: Sunday, April 7th)**
Warrensburg Fire District, 18 Elm Street, Warrensburg

Registration: \$85 per person for Member Districts, \$95 per person for Non-Members
(Continental Breakfast and Lunch Included)

DON'T WAIT - Please Register Soon to Reserve your Seat & To Assist us with Meal Planning!

Fire District/Organization: _____

Membership Status (select one): ___ Member of CAFDA or ___ Non-Member of CAFDA

Attendees (include full name & at least one email so we can confirm registration & prepare certificates):

Attendees:

Email Address

Total Number Attending: _____

Payment Options:

- 1) Check enclosed payable to **Capital Area Fire Districts Association** for: \$ _____
- 2) Pay at the Door (check box):

Mail To: CAFDA PO Box 242 East Schodack, NY 12063

or Email to: secretary@cafda.net



FINANCIAL TRAINING FOR FIRE DISTRICT OFFICIALS THURSDAY, FEBRUARY 29 - FRIDAY MARCH 1, 2024

JOIN CAFDA FOR THIS ONE-OF-A-KIND EVENT! CAFDA has proudly partnered with the Office of the State Comptroller (OSC) to bring this FIRST OF ITS KIND event to the Capital Area!

Event Location: Halfmoon-Waterford Fire District #1 315 Middletown Road, Waterford

EVENT FLYER – TRAINING SESSIONS – REGISTRATION FORM

CONTROL/CLICK TO FOLLOW THIS LINK:

<https://cafda.net/wp-content/uploads/2023/11/2024-Financial-Training-for-Fire-District-Officials-Information-and-Registration-Documents.pdf>

REGISTRATION IS NOW OPEN – ANY FIRE DISTRICT IS WELCOME TO REGISTER!